

**Time and Date**

11.00 am on Thursday, 19th March, 2026

Place

Diamond Rooms 1 and 2 - Council House

1. **Apologies**
2. **Declarations of Interest**
3. **Minutes** (Pages 3 - 8)
 - a) To agree the Minutes of the previous meeting held on 8 January, 2026
 - b) Any matters arising
4. **Elected Members Training and Development Strategy 2026-30** (Pages 9 - 28)

Report of the Director of Law, Governance and Safer Communities
5. **Six Monthly Review of Members' Gifts and Hospitality** (Pages 29 - 46)

Report of the Director of Law, Governance and Safer Communities
6. **Six Monthly Review of Officers' Gifts and Hospitality** (Pages 47 - 66)

Report of the Director of Law, Governance and Safer Communities
7. **Code of Conduct Update** (Pages 67 - 74)

Report of the Director of Law, Governance and Safer Communities
8. **Work Programme for the Ethics Committee 2026/27** (Pages 75 - 80)

Report of the Director of Law, Governance and Safer Communities
9. **Any other items of public business which the Chair decides to take as matters of urgency because of the special circumstances involved**

Julie Newman, Director of Law, Governance and Safer Communities, Council House, Coventry

Wednesday, 11 March 2026

Note: The person to contact about the agenda and documents for this meeting is Suzanne Bennett, Governance Services Email: suzanne.bennett@coventry.gov.uk

Membership: Councillors N Akhtar, L Bigham, J Gardiner, P Hetherton, S Nazir (Chair), E M Reeves

Independent Persons: S Atkinson, R Wills and P Wiseman

Public Access

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Suzanne Bennett, Governance Services
Email: suzanne.bennett@coventry.gov.uk

Coventry City Council
Minutes of the Meeting of Ethics Committee held at 11.00 am on Thursday, 8
January 2026

Present:

Members: Councillor S Nazir (Chair)

Councillor N Akhtar
Councillor L Bigham
Councillor J Gardiner
Councillor P Hetherton
Councillor E M Reeves

Independent Persons: S Atkinson
R Wills
P Wiseman

Employees (by Directorate):

Law and Governance J Newman (Director), S Bennett, S Manhertz, L Read

Planning and Performance A LeCras, C McGrandles

Public Business

17. Declarations of Interest

There were no disclosable pecuniary interests.

18. Minutes

The Minutes of the meeting held on 25 September, 2025 were agreed and signed as a true record.

Further to Minute 9/25, the Committee were provided with an oral update on engagement undertaken with the Conservative Group by the Independent Persons, with a view to the Group being represented on the Committee, either in a formal capacity as a member of the Committee or informally, as an observer, by invitation.

The Committee noted with regret that, despite all the work undertaken by the Independent Persons to achieve this aim, it was unlikely that there would be any change in the position during the current Municipal Year. The Independent Persons were thanked for all the work undertaken in this regard.

19. **Prospective Councillor Information**

Further to Minute 15/25, Ethics Committee considered a report of the Director of Law and Governance in response to the concerns highlighted by the Committee regarding the importance of ensuring that prospective new Councillors fully understand the responsibilities and expectations of the role before standing for election. This follows concerns arising from the elections held in 2025 where individuals were elected in other parts of the country without anticipating or understanding the demands of office.

The report indicated that work is currently being undertaken to ensure that newly elected Councillors in 2026 will be fully supported in their role. This includes reviewing the induction and training offer, particularly in the first few weeks following the election. A Booklet has also been produced entitled 'Becoming a Councillor' which is available to prospective candidates in the elections (A copy of the booklet was appended to the report). The approach taken has been to ensure that it remains politically neutral and focus' on what the role entails, what support is available and the election process. It is also proposed that this information will be made available on the Council's website.

Every year the Returning Officer holds Candidates and Agents briefings prior to the election which focus on the election timetable, completion of nominations, the count and campaigning. The Committee noted that in 2026 there will be an earlier briefing session for candidates which will focus more on the information contained in the Booklet and will provide the opportunity for candidates to ask questions around becoming a Councillor, expectations and duties of that role and the functions of local government.

The Committee welcomed the production of the Booklet and congratulated and commended the work undertaken by officers in this regard. A number of suggestions were provided in relation to the Booklet, including the following, and it was noted that, as the Booklet had already been printed, these would be included either on the Council's website or covered during the briefing sessions for candidates:-

- In the list of useful skills, reference to a drive for positive improvement.
- The provision of a glossary.
- More information and clarification in relation to the potential time commitment required to undertake the role of a Councillor.
- In relation to ward duties, clarification that these can be undertaken in a variety of ways.

RESOLVED that the Ethics Committee:-

- 1) Notes, welcomes and commends the content of the report and the "Becoming a Councillor Booklet"**
- 2) Formally record their thanks to officers for the work undertaken in this regard.**

- 3) **Endorses the use of the Booklet as a way of providing prospective candidates with information in relation to the role of a Councillor.**

20. **Complaints to the Local Government and Social Care Ombudsman 2024/25**

The Ethics Committee considered a report of the Chief Executive which outlined how the Local Government and Social Care Ombudsman (LGSCO) was the final stage for complaints about Councils, all adult social care providers (including care homes and home care agencies) and some other organisations providing local public services. The report indicated that it was a free service that investigated complaints in a fair and independent way and provided a means of redress to individuals for injustice caused by unfair treatment or service failure.

Coventry City Council's complaints policy set out how individual members of the public could complain to the Council, as well as how the Council would handle their compliments, comments and complaints. The Council also informed individuals of their rights to contact the LGSCO if they were not happy with the Council's decision once they have exhausted the Council's complaints process.

The LGSCO issues an annual letter to the Leader and Chief Executive of every Council, summarising the number and trends of complaints dealt with relating to that Council that year. The latest letter at the time, issued 21 July 2025, covered complaints to the LGSCO relating to Coventry City Council between April 2024 and March 2025 (2024/25).

The report set out the number, trends and outcomes of complaints to the LGSCO relating to Coventry City Council in 2024/25. It focused on upheld complaints, service areas with a high number of complaints, compliance with Ombudsman's recommendations, learning from complaints, comparisons with prior years, and how we compared to other local authorities.

The LGSCO had received 101 complaints and enquires in relation to Coventry in 2024/25, which was 21 more than the previous year. The category with the highest number of complaints and enquiries remained Children's and Education Services (31) while the service with the greatest percentage increase was Environmental Services (up from 5 to 16 in 2024/25). 17 of the 22 complaints investigated were upheld, which was the lowest upheld percentage across the West Midlands Combined Authority. Further details of the LGSCO investigated decisions were appended to the report.

The report had also been considered by the Cabinet Member for Policy and Leadership and the Audit and Procurement Committee. The Committee noted that the report would also be considered by the Scrutiny Co-ordination Committee.

RESOLVED that the Ethics Committee:

1. **Notes the Council's performance in relation to complaints to the LGSCO that were upheld.**
2. **Notes the Council's updated complaints process and guidance.**

21. Code of Conduct Update

The Ethics Committee considered a report of the Director of Law and Governance which provided an update on national issues in relation to the ethical behaviour of Elected Members and the local position in Coventry regarding the Code of Conduct. The Committee also noted the position in relation to the local parish Councils and their Code of Conduct.

The report indicated that the Government had posted the outcome and its response to the consultation on strengthening the standards and conduct framework for local authorities in England. The reforms which the Government seek to include:-

- Mandatory code of conduct -This will include a behavioural code and will be for all local authorities
- Formal Standards Committee - There will be a requirement for principal authorities to have a standards committee for complaints and to have oversight of Councillor conduct
- Individual support during investigations - Where there is an investigation, the principal authority must offer support to the complainant and the Councillor
- Appeal - This would be a legislative right of Councillors and complainants which entitles them to a 'right to review' in respect of a decision made by the Standards Committee
- Power of suspension - For serious breaches of the code of conduct Councillors face a suspension of up to 6 months. Within that allowances could be withheld in the most serious cases. In addition, Councillors could be banned from premises and facilities. For the most serious allegations whereby there is police involvement or where the Member is awaiting sentence they may be suspended on an interim basis of 3 months. In order for this to be extended this would need to be reviewed.
- Disqualification - Where Members have been suspended for the maximum period permitted more than once within 5 years, they could be disqualified.
- National appeals - Upon exercising their 'right to review' Councillors and complainants may lodge an appeal to the national appeals body

The Government has expressed its intention to "bring forward the necessary legislation as soon as parliamentary time allows".

The Committee noted that the Local Government Association (LGA) was continuing to raise concerns and objections also raised by the Committee regarding continuing the current requirement to publish Councillor's home addresses.

RESOLVED that the Ethics Committee:-

- 1) Notes the position with regard to matters concerning local authorities nationally; and**
- 2) Notes the local position relating to the operation of the Council's Code of Conduct and delegates any actions arising from these to the Director of Law and Governance, following consultation with the Chair of the Ethics Committee.**

22. Work Programme for the Ethics Committee 2025/26

The Committee noted a report of the Director of Law and Governance appended to which was the Committee's Work Programme for the Municipal Year 2025/26.

RESOLVED that a review of the effectiveness of the work undertaken in relation to the Prospective Councillor Information (Minute 19 above) be included in the Ethics Committee Work Programme for 2026/27.

23. Any Other Items of Urgent Public Business

There were no other items of urgent public business.

(Meeting closed at 11.40am)

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Ethics Committee	19 March 2026
Cabinet Member for Policing and Equalities	23 March 2026
Council	24 March 2026

Name of Cabinet Member:

Cabinet Member for Policing and Equalities – Councillor AS Khan

Director approving submission of the report:

Director of Law, Governance and Safer Communities

Ward(s) affected:

N/A

Title:

Elected Members Training and Development Strategy 2026-30

Is this a key decision?

No - although the proposals affect more than two electoral wards, the impact is not expected to be significant.

Executive summary:

The environment in which Councillors' work is constantly changing. Ensuring that Councillors are properly supported to help them meet the high demands placed on them to carry out this challenging role effectively is increasingly important. To respond to this need, the Elected Members Training and Development Strategy was agreed at Council on 22 March 2022 which provided a strategic approach to the training and development offer to Elected Members. To ensure that the offer to Elected Members is still relevant the strategy has been refreshed to ensure it still meets those needs.

During the lifetime of the current strategy the offer and uptake of training by Elected Members has increased from 5 courses delivered internally or organised for Elected Members in 2018-19, resulting in 57 attendances to 41 courses delivered or arranged internally resulting in 206 attendances, in 2024-25.

A further consultation with Members took place between December 2025 and March 2026. The result of this suggests there is increased support for a core training programme, as well as improved communication and satisfaction with the offer provided.

The strategy covers:

- Purpose of the Strategy
- Assessing Need and Requesting Training
- Training Matrix
- Governance and Delivery

Recommendations:

The Ethics Committee is requested to:

- 1) Support the refreshed Elected Members Training and Development Strategy
- 2) Agree to receive an annual report on delivery of the Strategy as well as any progress reports as requested

The Cabinet Member for Policing and Equalities is requested to:

- 1) Recommend that Council approve the refreshed Elected Members Training and Development Strategy as appended to the report
- 2) Recommend that Council approve the proposals for core training for Elected Members as identified in Section 3 of the report.

Council is recommended to:

- 1) Approve the refreshed Elected Members Training and Development Strategy as appended to the report
- 2) Approve the proposals for core training for Elected Members as identified in Section 3 of the report.

List of Appendices included:

The following appendices are attached to the report:

Appendix A – Refreshed Elected Members Training and Development Strategy 2026-2030
Appendix B – Data 2026

Background papers:

None

Other useful documents

None

Has it or will it be considered by Scrutiny?

No

Has it or will it be considered by any other Council Committee, Advisory Panel or other body?

Yes

Members Training and Development Cabinet Member Advisory Panel – 5 March 2026
Ethics Committee – 19 March 2026

Will this report go to Council?

Yes - 24 March 2026

Report title: Elected Members Training and Development Strategy 2026-30

1. Context (or background)

- 1.1. The Elected Members Training and Development Strategy was agreed at Council on 22 March 2022 and provided a strategic approach to the training and development offer to Elected Members.
- 1.2. In the four years since the Strategy's implementation there has been an increase in the offer of training for Elected Members, as well as a broader offer and a higher uptake of training by Elected Members.
- 1.3. This can be seen in the fact that in the municipal year 2018-19 there were 5 courses delivered internally or organised for Elected Members, resulting in 57 attendances, in 2024-25 there were 41 courses delivered or arranged internally resulting in 206 attendances. The data from 2024-25 does not include one off external training, as this was not recorded during 2018-19, however there were 17 external opportunities taken up, resulting in an additional 43 sessions attended. More detailed data can be found in Appendix B of this report.

2. Options considered and recommended proposal

- 2.1. **Do nothing** (Not recommended)
- 2.2. The current Elected Members Training Strategy was agreed in 2022. It is good practise to review and refresh all strategies to ensure that they reflect changing needs and practice of those intended to benefit from the implementation of the strategy. To ensure that the Strategy remains relevant to Elected Members training needs this option is not recommended.
- 2.3. **Not have an Elected Members Training Strategy** (Not recommended)
- 2.4. Before the implementation of the current Elected Members Training Strategy there was an ad hoc approach to Elected Members training, which resulted in a poor offer and subsequently a poor uptake of training by Elected Members. Therefore, this option is not recommended.
- 2.5. **Approve the refreshed Elected Members Training and Development Strategy** (Recommended proposal)
- 2.6. The role of an Elected Member is ever changing as demands from residents and Council policy and services evolve over time. In addition, there are legislative changes and requirements (for example in relation to planning) that need to be taken in account. Therefore, to be able to ensure that the Elected Members Training and Development Strategy is relevant to those demands and changes it is considered necessary to review and refresh the Strategy which had been in place since 2022.
- 2.7. The timing of this refresh means that all current Elected Members will have served their term of office under the previous Strategy, so are able to contribute to the review of that Strategy through a process of surveys and via the Members Training and Development Cabinet Member Advisory Panel. The proposed refreshed Strategy can be found at Appendix A of this report. The Strategy covers:
 - Purpose of the Strategy
 - Assessing Need and Requesting Training

- Training Matrix
- Governance and Delivery
- Appendix 1 – Example Training Matrix
- Appendix 2 – Revised Terms of Reference for Elected Members Training and Development Advisory Panel

- 2.8. To support the refresh of the strategy, the survey undertaken in 2019 was repeated to provide a comparison on how training is viewed by Elected Members compared to before there was a strategy in place. There has been an increase in support for a core training programme for all Elected Members (94.4% in 2026 compared to 83.3% in 2019).
- 2.9. There has also been improved communication about training. 94% receive information from Internal Communication compared to 78% in 2019. Also, in 2019 28% of respondents said they received no information about training. In 2026 this was 0%.
- 2.10. Elected Members feel the Council is better meeting their training needs. 89% feel the Council is meeting their training needs “A lot” or “A Moderate amount” compared to 62.5% in 2019. Also, in 2019 12.5% said the Council wasn’t meeting their needs at all. In 2026 this was 0%. More information on the results can be found at Appendix B.
- 2.11. As well as being based on more recent Elected Member feedback, the updated Strategy reflects the changes in how the Strategy is administered by Governance Services, as well identifying a process to assess the added value of one-off training requests that have a cost associated with it. It is proposed that this will be assessed by the Monitoring Office in consultation with the Chair of the Member Training and Development Cabinet Member Advisory Panel.
- 2.12. In reviewing the Strategy, it was considered that the terms of reference for the Member Training and Development Cabinet Member Advisory Panel should also be reviewed to ensure that they reflect the way in which the delivery of the Strategy has evolved over time. The membership of the Advisory Panel is cross-party, chaired by a representative from the controlling group, and also invites newly elected Members to attend as observers.
- 2.13. The terms of reference have been amended to include a requirement to submit an annual report to the Ethics Committee who have taken an interest in Elected Member training and have requested regular reports on delivery of the Strategy, including receiving an update of the core training requirements. The amended terms of reference can be found in Appendix 2 of the Strategy.

3. Core Training

- 3.1. In order to ensure that a wide range of training and development is offered to Elected Members, a training matrix will be developed and endorsed by the Members Training and Development Advisory Panel. The training matrix will be regularly reviewed and evaluated to ensure it meets Elected Members’ training needs.
- 3.2. The training matrix will provide a programme of core training which all Elected Members will be required to complete throughout their term of office. In addition to this there will be role specific core training for those Elected Members with special responsibilities, or who sit on specific Committees. An example of the training matrix can be found at Appendix 1 of the Strategy document.

3.3. Core training for all Elected Members will include:

- Code of Conduct
- Induction programme for newly elected Members
- Personal Safety
- Equalities
- Data Protection and Cyber Security
- Health and Safety

3.4. Elected Members appointed to Planning Committee and Licensing and Regulatory Committee will also be required to complete training to sit on those Committees in accordance with the Constitution.

4. Supplementary Training and Development

4.1. There will also be a programme of regular in-house supplementary training, identified by regular training needs analysis through consultation with Elected Members. This will be organised and arranged, but not necessarily delivered, internally by Council officers.

4.2. In addition to an in-house programme, Elected Members may request to attend ad hoc one-off training requests delivered by external organisations, such as the Local Government Association (LGA). A training request pro-forma will be developed and managed by Governance Services. There will be a budget allocated to enable one-off requests.

4.3. Elected Members will also be able to request additional training, where several Elected Members have identified that a greater understanding of an issue is required and is not covered by the current offer. This will enable the training and development programme to be responsive and flexible to Elected Members training needs.

4.4. The training strategy provides a framework in which there is flexibility to offer a variety of training methods as well as insight from Members directly through surveys as well as strategic oversight from a Members advisory panel

5. Results of consultation undertaken

5.1. Elected Members are regularly consulted on their training needs to ensure that the offer is relevant and accessible. An additional survey repeating the original survey in 2019 was conducted in December 2025- February 2026. The findings of this survey have informed the development of this Strategy. The Members Training and Development Cabinet Member Advisory Panel considered and supported the proposed refreshed Strategy as their meeting on 5 March, 2026.

6. Timetable for implementing this decision

6.1. Once agreed by Council the Strategy can be implemented from May 2026.

7. Comments from Director of Finance and Resources and Director of Law and Governance

7.1. Financial Implications

There is no cost of developing the strategy other than officer time as this will be delivered by existing officers. There is already a budget allocated for Members training and development. These proposals would be delivered within the existing budget allocation.

7.2. Legal Implications

The provision of a training and development Strategy and core training will further the ability of Elected Members to undertake their roles and make robust and informed decisions

8. Other implications

8.1. How will this contribute to the One Coventry Plan?

By enabling a well-trained cohort of Elected Members with the skills and knowledge to deliver the One Coventry Plan.

How is risk being managed?

By providing the opportunity for Elected Members to have access to good quality training and development, the risk to the organisation is reduced. Elected Members with appropriate skills and knowledge leads to good decision making. In Councils where poor decision making has taken place, this has led to poor management and significant risks to the organisation.

8.2. What is the impact on the organisation?

By delivering the Strategy, Elected Members will continue to have access to relevant training, meaning the Council will be better equipped to deliver the ambitions in the One Coventry Plan. Responsibility for managing the Elected Members Training and Development Strategy lies with the Head of Governance Services.

8.3. Equalities / EIA?

The implementation of an Elected Members Training and Development Strategy will include needs assessment in terms of accessibility, to ensure that there are no negative impacts on any protected group.

8.4. Implications for (or impact on) climate change and the environment?

There will be no implications or impact on climate change or the environment as a result of implementing the Elected Members Training and Development Strategy

8.5. Implications for partner organisations?

None

Report author(s):

Name: Gennie Holmes

Title: Scrutiny Co-ordinator

Service Area:

Governance and Scrutiny

Tel and email contact:

Tel: 024 7697

Email: gennie.holmes@coventry.gov.uk

Enquiries should be directed to the above person

Contributor/approver name	Title	Service Area	Date doc sent out	Date response received or approved
Contributors:				
Suzanne Bennett	Governance Services Co-ordinator	Law, Governance and Safer Communities	27/2/26	27/02/26
Asher Veness	Governance Services Officer	Law, Governance and Safer Communities	27/2/26	27/2/26
Adrian West	Head of Governance Services	Law, Governance and Safer Communities	27/2/26	6/3/26
Other Members				
Names of approvers for submission: (officers and members)				
Finance: Richard Shirley	Lead Accountant	Finance	27/2/26	27/2/26
Legal: Amy Wright	Solicitor	Law, Governance and Safer Communities	5/3/26	5/3/26
Director: Julie Newman	Director of Law, Governance and Safer Communities	-	27/2/26	4/3/26
Members: Councillor AS Khan	Cabinet Member for Policing and Equalities	-	26/2/26	27/2/26
Councillor Nazir	Chair of Ethics Committee	-	27/2/26	2/3/26

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Appendix A - Coventry City Council Elected Members Training and Development Strategy 2026-2030

Introduction

This refreshed Elected Members Training and Development Strategy builds on the work delivered through the original strategy agreed in 2022.

The underlying purpose of the strategy remains – that Elected Members are at the heart of the One Coventry Plan. They need the skills and knowledge to be able to deliver Coventry's ambitions. A well-trained and informed cohort of Elected Members is key to the success of the One Coventry Plan.

Elected Members are also required to work within the 7 Principles of Public Life, also known as the Nolan Principles. These are:

1. Selflessness
2. Integrity
3. Objectivity
4. Accountability
5. Openness
6. Honesty
7. Leadership

The Elected Members Training and Development Strategy will continue to underpin the Nolan Principles, with the Code of Conduct being at the core of the training programme offered.

In order to do this the One Coventry Members Training and Development Strategy aims to provide:

- A clear purpose
- A framework to assess the training and development needs of Members including a clear process for Members to request one off training
- A training matrix that provides a core training programme covering the fundamental skills and knowledge Members need, as well as supplementary training for Members
- Governance and support for the development and delivery of the strategy

Purpose of the Strategy

The environment in which councillors work is constantly changing. Ensuring that councillors are properly supported to help them meet the high demands placed on them to carry out this challenging role effectively is increasingly important.

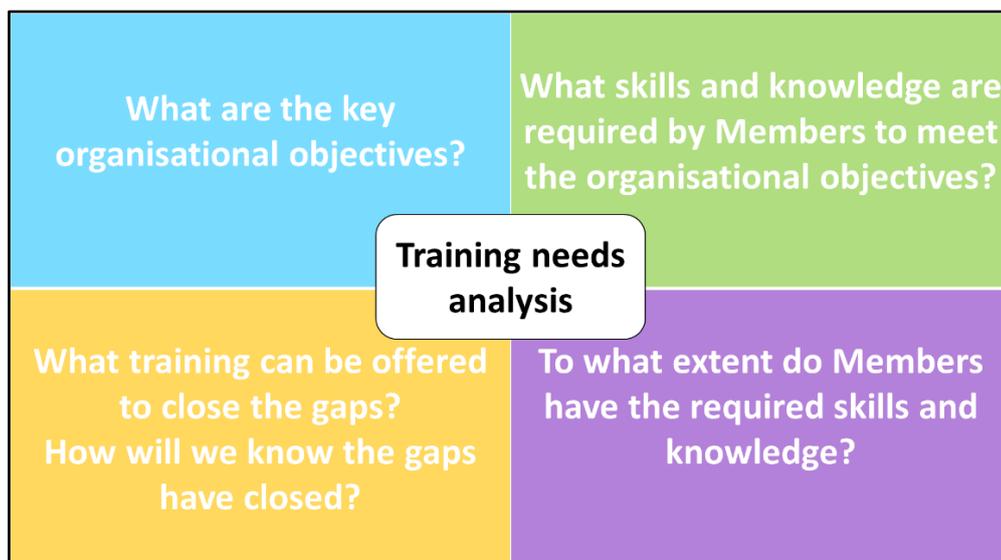
Since the implementation of the current strategy in 2022 the training and development offered to Members has increased significantly and as consequence so has Members engagement and attendance at training increased.

Assessing Need and Requesting Training

Through the training needs assessment, in addition to the core training offer, there will be a supplementary training offer open to those Elected Members who would like to benefit from attending training not offered as part of the core programme.

Appendix A - Coventry City Council Elected Members Training and Development Strategy 2026-2030

Members will also be able to request to attend training offered by external providers, or arrange in-house training not covered by the core or supplementary offer. Where there is a cost associated with external one-off training, this request will be evaluated by the Monitoring Officer in consultation with the Chair of the Members Training Advisory Panel. A pro-forma is available on the Members section of the intranet to request additional one-off training that has a cost.



There will be six different categories of training available to Members. Training will be categorised as either “knowledge based” or “enabling skills”, in the core, role specific and supplementary training offer, as well as training by request. These will be detailed in the training matrix.

Training needs will be assessed through annual consultation with all Elected Members as well as senior officers within the organisation. Consultation will cover accessibility to training as well as the training subject areas, to ensure maximum take up of training by Members. Members will also be able to access one to one training needs analysis.

Training Matrix

In order to ensure that a wide range of training and development is offered to Members, a training matrix has been developed and is endorsed by the Members Training and Development Advisory Panel. The training matrix will be regularly reviewed and evaluated by the Members Training and Development Advisory Panel to ensure it meets Members’ training needs.

The training matrix will provide a programme of *core* training which all Elected Members will be expected to complete during their term of office. In addition to this there will be *committee specific mandatory training* for those Elected Members who sit on committees where this is a requirement.

There will also be a programme of regular in-house *supplementary training*, identified through training needs analysis. This will be organised and arranged, but not necessarily delivered, internally by Council officers within Governance Services.

Appendix A - Coventry City Council Elected Members Training and Development Strategy 2026-2030

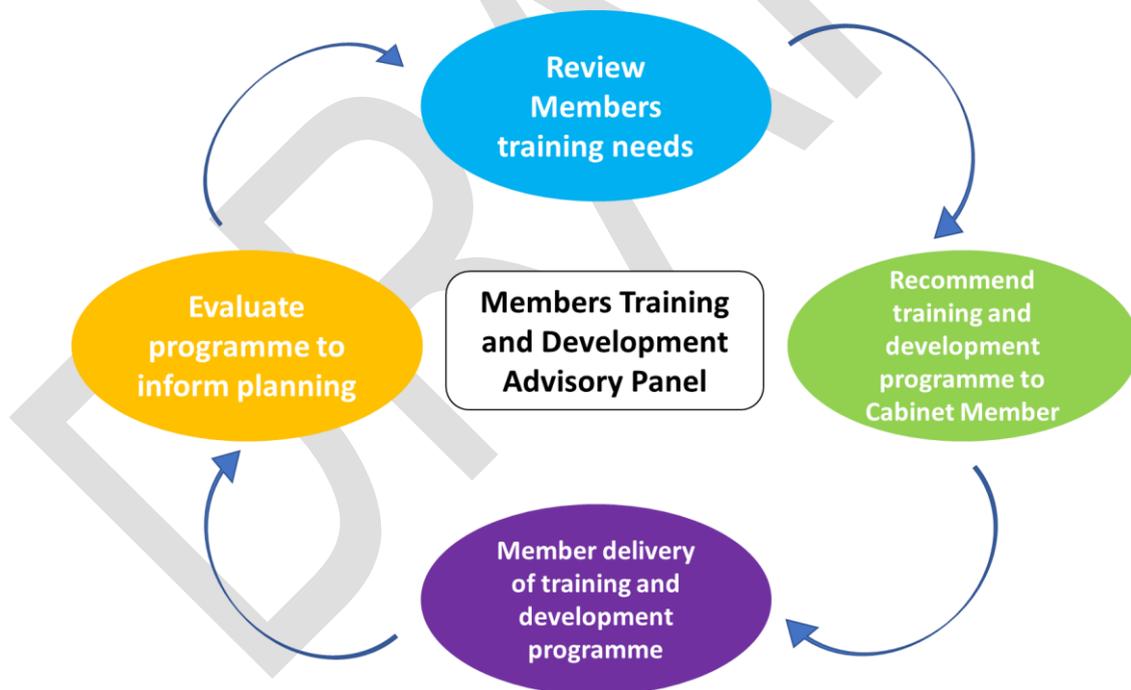
In addition to an in-house programme, Elected Members may request to attend ad hoc *one-off training* delivered by external organisations, such as the LGA. There will be a budget allocated to this and a training request pro-forma managed by Governance Services and requests will be reviewed and considered by the Monitoring Officer following consultation with the Chair of the Advisory Panel (see below)

Members will also be able to request *additional training*, where several Members have identified that a greater understanding of an issue is required and is not covered by the current offer. This will enable the training and development programme to be responsive and flexible to Members training needs.

An example of the training matrix from 2024-25 can be found at Appendix 1

Governance and Delivery

The programme of training and development should be regularly reviewed and evaluated to ensure that it still meets the requirements of Elected Members. In order to do this a Cabinet Member Advisory Panel made up of cross-party Elected Members and senior officers will meet on a regular basis to review Members training needs, recommend a training and development programme to the Cabinet Member, monitor delivery of the training and development programme and evaluate the programme to inform future planning.



Members of the advisory panel will promote the training and development programme to all Elected Members. . Terms of Reference for this panel can be found at Appendix 2.

The Elected Members training and development programme will be delivered and supported by colleagues in Governance Services.

Appendix A - Coventry City Council Elected Members Training and Development Strategy 2026-2030

Appendices

Appendix 1 – Example Training Matrix

	Core Training	Role Specific Mandatory Training	Supplementary Training
Knowledge Based	New Members Induction Programme	Licensing	Scrutiny Work Programming
	Code of Conduct and Declarations	Planning	Audit and Financial Scrutiny Board Training
	Data Protection and Cyber Security	Planning Advisory Service – Making Defensible Decisions	All Scrutiny Financial Training
	Local Government Finance and Budget Setting		Bus Franchising – All Members Seminar x 2
Enabling skills	Case work management tool	Chairing Skills	Pre-election Personal Safety
			Cabinet Member Media Training
			Diversity and Inclusion in Recruitment – All Members Seminar
			LGA – Handling Online Abuse and Harassment
			Windows 11
			West Midlands Police - Operation Ford – Personal Safety
			Public Speaking

Examples of one off or additional training are the LGA run Leadership programmes or regular seminars circulated for Members to sign-up to.

Appendix A - Coventry City Council Elected Members Training and Development Strategy 2026-2030

Appendix 2 - Draft Revised Terms of Reference for the Advisory Panel

1. The Panel will be constituted as a Cabinet Member Advisory Panel with representation from all political groups. Chair to be from majority group.
2. The purpose of the Panel is to:
 - i. review Members training needs,
 - ii. recommend a Members' training and development programme to the Cabinet Member,
 - iii. monitor delivery of the training and development programme,
 - iv. evaluate the programme to inform future planning
3. Elected Members on the advisory panel will promote the training and development programme to all Elected Members.
4. The panel will meet for a minimum of two times, each municipal year
5. The Panel will agree an annual report to be considered by Ethics Committee, as well as any progress reports as requested.

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Introduction and Background

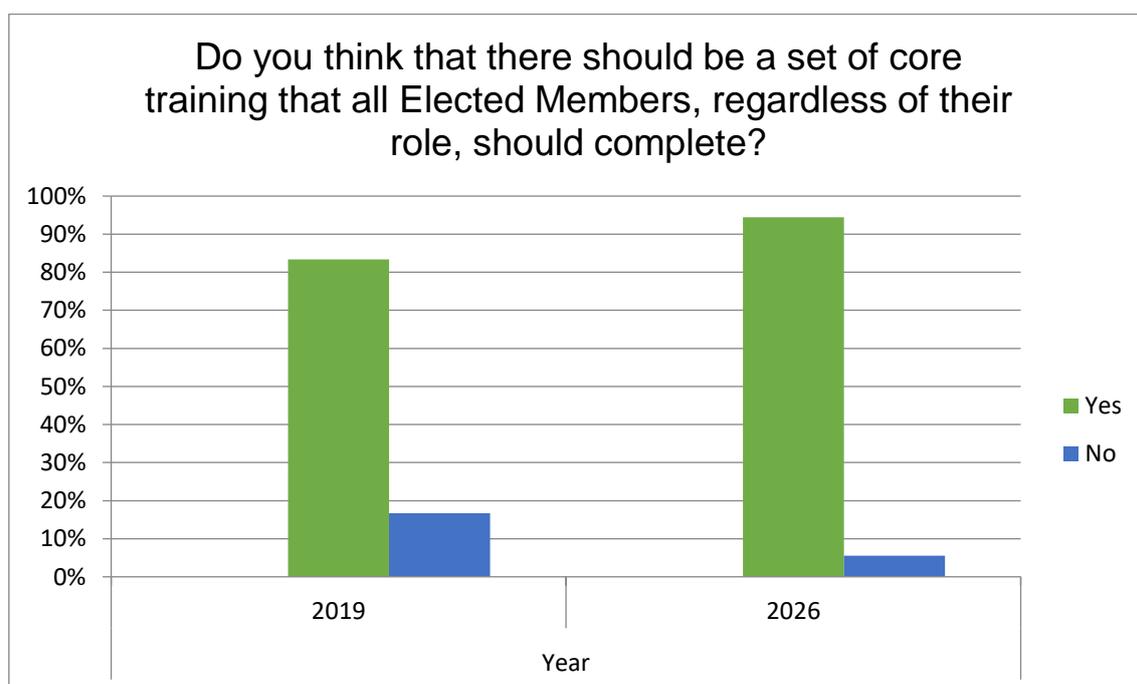
To support the refresh of the training and development strategy for Members, the survey that was originally conducted in 2019 to identify a baseline in terms of training delivered, take-up of training and Members views on training, was repeated. To do this an online questionnaire, was circulated to all Elected Members between December 2025 and March 2026. Hard copies were also made available. The questions in the 2026 version mirrored the original 2019 version, to enable a comparison over time from before the strategy was in place and four years on.

In addition to the data from the questionnaire data on attendance at training was also considered.

The key messages from the data are:

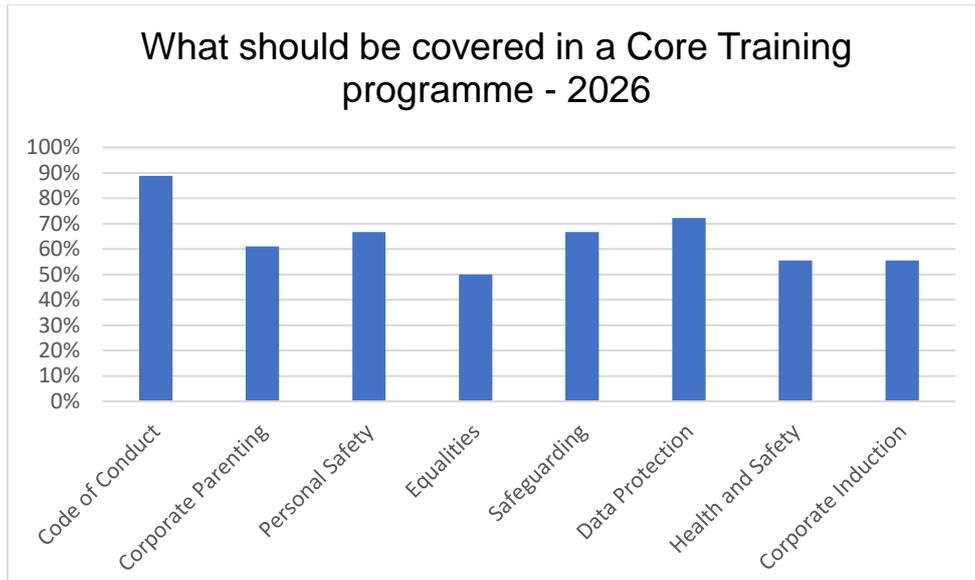
1. There are key skills and knowledge that Elected Members need, to be able to undertake their roles effectively

Do you think that there should be a set of core training that all Elected Members, regardless of their role, should complete? (25/2/26)



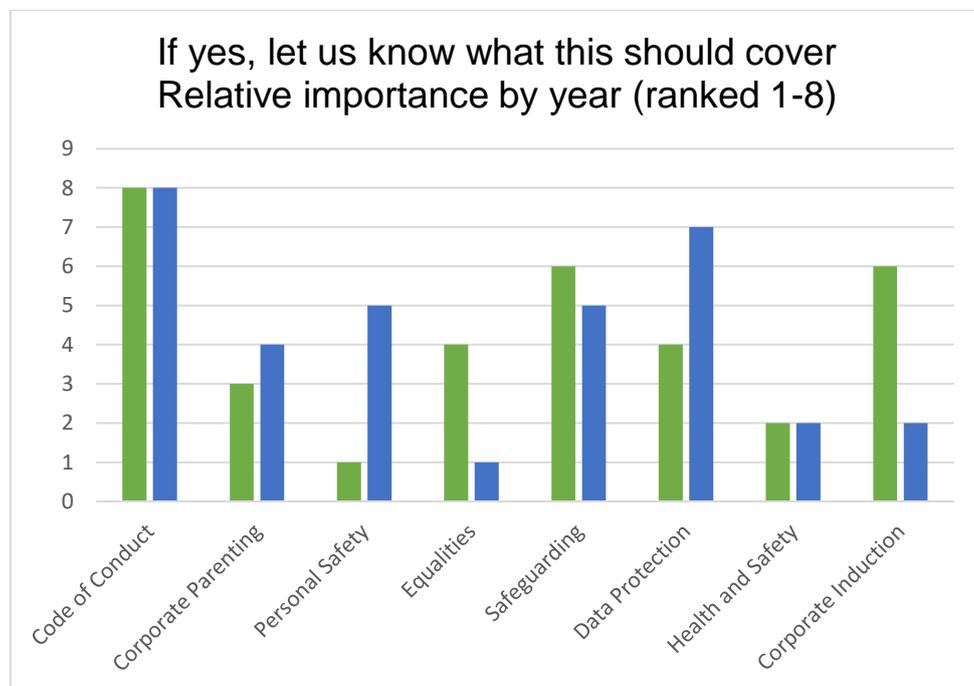
The percentage of Members who consider that there should be a set of core training has increased between 2019 and 2026 from 83% to 94%. This shows an increased support for a core training programme.

If yes, let us know what this should cover



Elected Members who completed the questionnaire were also given several options as to what should be included in a mandatory training programme. 89% of the respondents thought that Code of Conduct should be included in a core training programme.

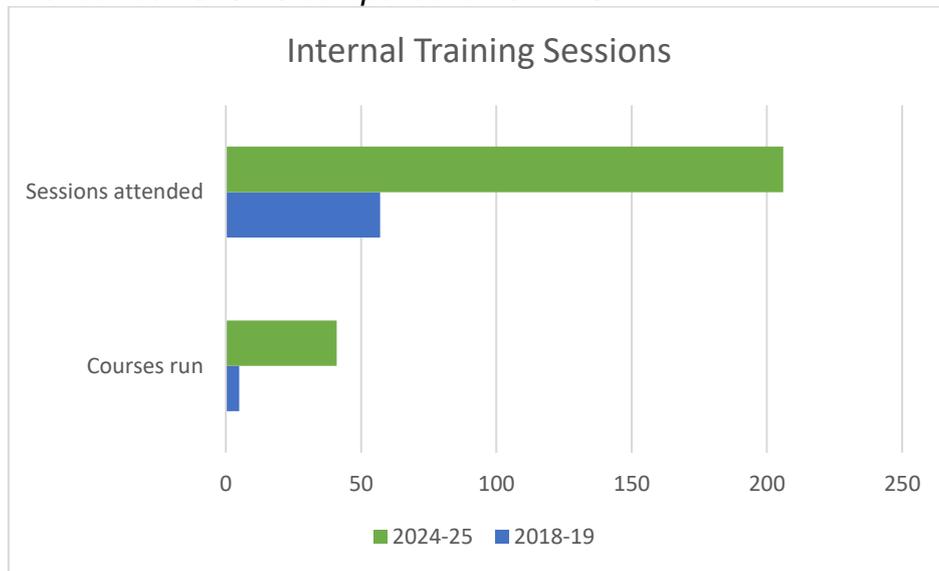
The relative importance of courses in the core offer has changed since 2019, with Personal Safety and Data Protection, being ranked significantly higher in 2026 than in 2019 and Equalities and Corporate Induction being ranked lower.



2. Take up of training and attendance has significantly improved since the introduction of the strategy

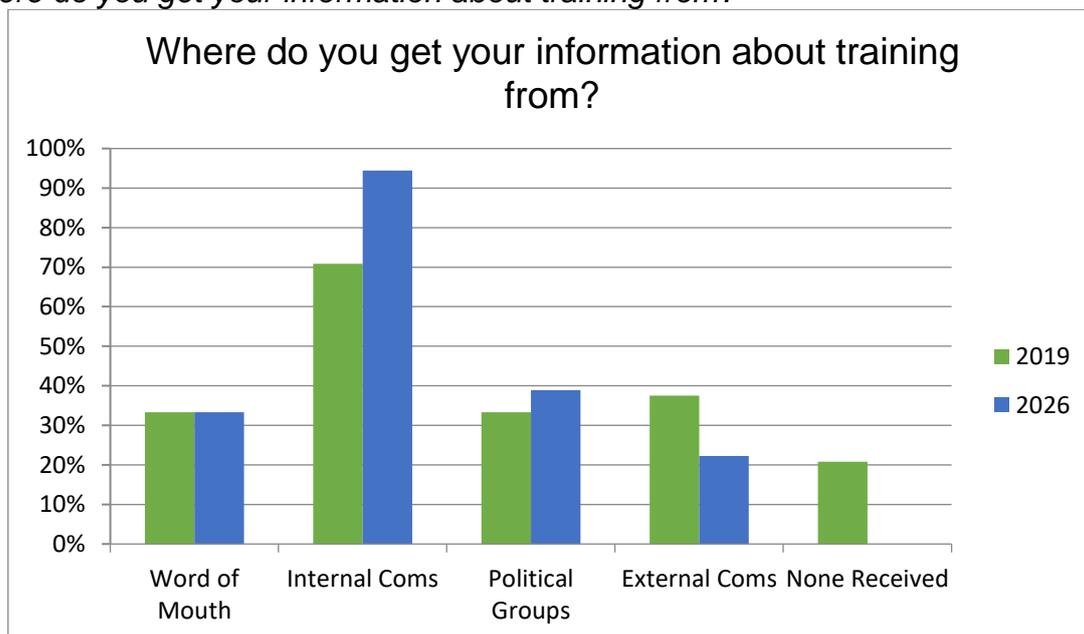
Attendance at training offered was poor in 2019, as was the offer to Members. The highest attendance of 63% of all Elected Members was for Data Protection and Information Security, which was a mandatory training session for all employees and Elected Members. However, this may not reflect a true picture as there could have been training provided which was not included within these figures as there was no co-ordinated approach to training for Members. In total there were 57 recorded training session attendances arising from 5 courses offered to Members. This compares with 41 internally arranged or delivered courses resulting in 206 attendances. In addition to this there were 17 external courses that Members accessed resulting in an additional 43 attendances.

Training Attendance 2018-19 compared to 2024-25



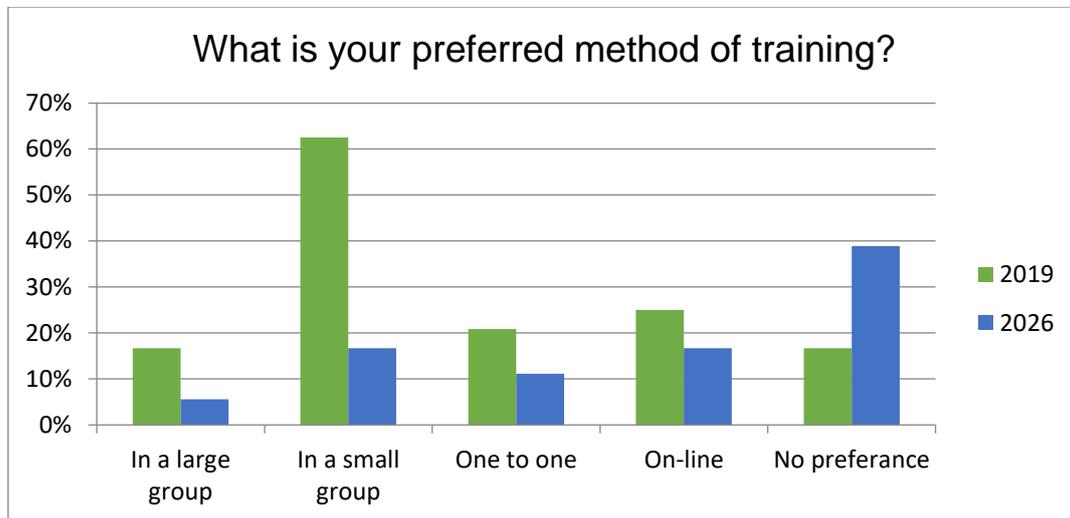
3. Communication with Members about training has improved

Where do you get your information about training from?



Internal coms is still the highest source of information about training, and no respondents have said they receive no information about training in 2026, whereas in 2019 about 20% chose this option.

4. What type of training do you prefer?

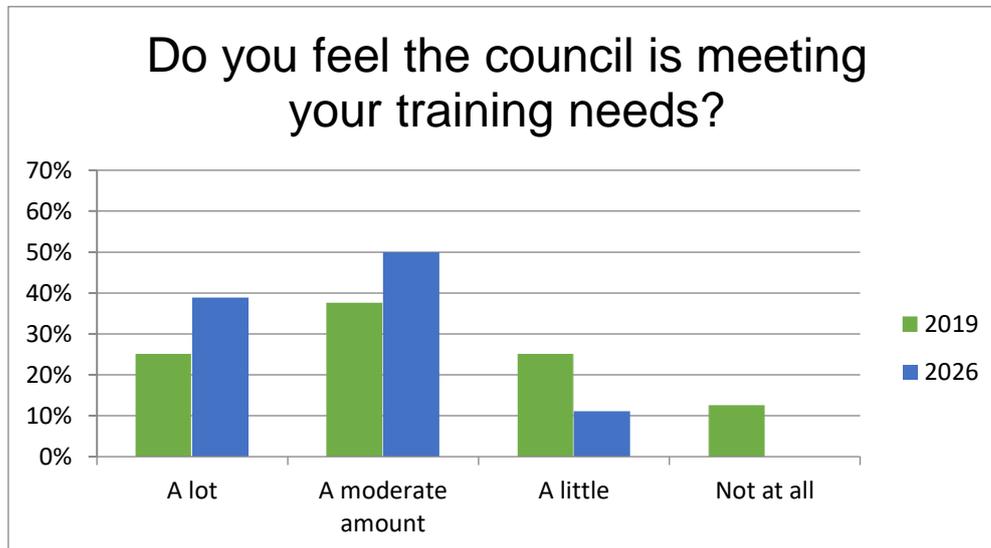


Preference for training delivery has shifted overtime, which reflects the growing confidence in using technology to access training delivery. In 2026, the most popular response was that they had “no preference” on method of training delivery, compared to “In a small group” in 2019. During the lifetime of the previous strategy there has been a moved to offer a wider mix of formats, including hybrid. This mixed offer will increase, including a variety of times of the day. This is to reflect the feedback shown in the chart below from the 2026 survey.



5. Meeting Members Needs

There has also been an increase in the percentage of Members who feel that the Council is meeting their training needs. As can be seen in the chart below in 2019 12.5% of respondents felt that the Council wasn't meeting their training needs at all. No respondents chose this option in 2026. There was also an increase in responses for "A lot" and "A moderate amount".



The training strategy provides a framework in which there is flexibility to offer a variety of training methods as well as insight from Members directly through surveys as well as strategic oversight from a Members advisory panel.

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Public Report Ethics Committee

Ethics Committee

19 March 2026

Name of Cabinet Member:

N/A - Ethics Committee

Director Approving Submission of the report:

Director of Law, Governance and Safer Communities

Ward(s) affected:

None

Title: Six Monthly Review of Members' Gifts and Hospitality

Is this a key decision?

No

Executive Summary

This report sets out details of declarations of gifts and hospitality made by Members for the period 1 July 2025 – 31 December 2025. The Committee reviewed the gifts and hospitality register entries received from 1 January to 30 June 2025 at its meeting on 25 September 2025. The Committee is asked to consider the most recent declarations.

Recommendations: -

The Ethics Committee is recommended to consider the gifts and hospitality register entries for Members received from 1 July 2025 – 31 December 2025 and to make any recommendations that it considers appropriate.

List of Appendices included:

Appendix 1: General Declarations of Gifts and Hospitality for Members received between 1 July 2025 to 31 December 2025.

Other useful background papers:

None

Has it been or will it be considered by Scrutiny?

No

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

No

Report title: Six Monthly Review of Members' Gifts and Hospitality

1. Context (or background)

- 1.1 The Ethics Committee has, as part of its Work Programme, decided to review on a regular basis the declarations of gifts and hospitality made by Members. Appendix 1 contains copies of all declarations received from Members from 1 July 2025 to 31 December 2025.

2. Options considered and recommended proposal

- 2.1 The declarations received between from 1 July 2025 to 31 December 2025. are at Appendix 1 of this report. There were 6 forms received from 5 elected Members.
- 2.2 There have been no requests by members of the public to view the register during this time
- 2.3 The Committee is recommended to consider the declarations made in the second six months of 2025 and to make any recommendations that it considers appropriate.

3. Results of consultation undertaken

Not applicable

4. Timetable for implementing this decision

Any recommendations of the Committee will be implemented within an appropriate time frame.

5. Comments from the Director of Finance and Resources and the Director of Law, Governance and Safer Communities

5.1 Financial implications

There are no specific financial implications arising from the recommendations within this report.

5.2 Legal implications

Members are required to declare Gifts and Hospitality under section 4 of the Code Conduct for Elected Members at Part 4 of the Council's Constitution. Whilst there is currently no statutory requirement for members to declare in this way, maintaining a process and register aids transparency and assists the Council in promoting and maintaining a process and register aids transparency and assists the Council in promoting and maintaining high standards of ethical behaviour as is required under section 27 of the Localism Act 2011.

6. Other implications

None

6.1 How will this contribute to achievement of the One Coventry Plan?

Not applicable

6.2 How is risk being managed?

There is no direct risk to the organisation as a result of the contents of this report, but a failure to implement and maintain a system of Declarations of Gifts and Hospitality can impact on the organisation's ethical behaviour and transparency.

6.3 What is the impact on the organisation?

The routine declaration of gifts and hospitality received should assist in protecting Elected Members from unfounded allegations of bias and facilitate good and clear transparent decision making.

6.4 Equalities / EIA

There are no public sector equality duties which are of relevance at this stage.

6.5 Implications for (or impact on) climate change and the environment

None

6.6 Implications for partner organisations?

None at this stage

Report author(s):

Name and job title: Shanita Manhertz, Trainee Solicitor

Directorate: Law, Governance and Safer Communities

Tel and email contact: 024 7697 2350; Shanita.Manhertz@coventry.gov.uk

Enquiries should be directed to the above person.

Contributor/approver name	Title	Service Area	Date doc sent out	Date response received or approved
Contributors:				
Suzanne Bennett	Governance Services Officer	Law, Governance and Safer Communities	23/02/2026	25/02/2026
Names of approvers for submission: (Officers and Members)				
Finance: Richard Shirley	Lead Accountant	Finance	23/02/2026	27/02/2026
Legal: Julie Newman	Director of Law, Governance and Safer Communities	Law, Governance and Safer Communities	23/02/2026	27/02/2026
Councillor S Nazir	Chair of Ethics Committee		02/03/2026	09/03/26

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Declaration of Gifts and Hospitality under Members' Code of Conduct

Name of Elected Member	Patricia Seaman
Position held e.g. cabinet member, shadow cabinet member, elected member etc.	Cabinet Member for Children's Services
Date on which gift or hospitality was offered and received or accepted	10/10/2025
Person or organisation offering or providing the gift or hospitality and link to the Council if appropriate	Resident of Henley Ward
Full details of what was received	Painting of a landscape
Actual cost or estimated cost e.g. face value of tickets, price of set menu at venue etc.	N/A – painted by resident's wife at home, without assigned monetary value.
Justification for accepting the gift or hospitality	Gesture from a resident, the declining of which might have compromised an important relationship in the community.

Declaration of Gifts and Hospitality under Members' Code of Conduct

<p>Please outline the benefit to the City or City Council in acceptance of the gift or hospitality</p>	<p>Strengthening relationships in the local community</p>
<p>Signature of member:</p> <p>Date:</p>	 <p>03/11/2025</p>

Declaration of Gifts and Hospitality under Members' Code of Conduct

Name of Elected Member	Linda Bigham
Position held e.g. cabinet member, shadow cabinet member, elected member etc.	Cabinet Member for Adult Services, Armed Forces Champion
Date on which gift or hospitality was offered and received or accepted	4 th November 2025
Person or organisation offering or providing the gift or hospitality and link to the Council if appropriate	Son and daughter of constituent who received help with urgent casework
Full details of what was received	Flowers, plant and chocolates
Actual cost or estimated cost e.g. face value of tickets, price of set menu at venue etc.	£30.00
Justification for accepting the gift or hospitality	Gift given with a deal of emotion, sincerity and grief – would have been distressing to constituents if refused.

Declaration of Gifts and Hospitality under Members' Code of Conduct

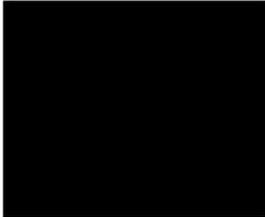
<p>Please outline the benefit to the City or City Council in acceptance of the gift or hospitality</p>	<p>It showcases to the Council how the Adult Services Team are offering an effective service.</p>
<p>Signature of member:</p> <p>Date:</p>	<p></p> <p>6.11.25</p>

Declaration of Gifts and Hospitality under Members' Code of Conduct

Name of Elected Member	Councillor Abdul Salam Khan
Position held e.g. cabinet member, shadow cabinet member, elected member etc.	Deputy Leader and Cabinet Member for Policing and Equalities (with responsibility for International Relations)
Date on which gift or hospitality was offered and received or accepted	6 th – 9 th November 2025
Person or organisation offering or providing the gift or hospitality and link to the Council if appropriate	Mayor of Plonsk, Poland
Full details of what was received	Attendance (accommodation and food) at the 32 nd General Assembly of the International Association of Peace Messenger Cities.
Actual cost or estimated cost e.g. face value of tickets, price of set menu at venue etc.	£400 approximately Other costs (including flights) were self-funded.
Justification for accepting the gift or hospitality	Attended as the cabinet member with responsibility for International Relations. I made a formal presentation to the General Assembly covering the City's commemorations for VE Day and also the 85 th Anniversary of the Blitz.

Reviewed October 2024

Declaration of Gifts and Hospitality under Members' Code of Conduct

<p>Please outline the benefit to the City or City Council in acceptance of the gift or hospitality</p>	<p>The City has been a member of the International Association of Peace Messenger Cities since the 1950s.</p> <p>Attendance at the conference highlighted the work of the City as a City of Peace and Reconciliation.</p>
<p>Signature of member:</p> <p>Date:</p>	 <p>12th November 2025</p>

Declaration of Gifts and Hospitality under Members' Code of Conduct

Name of Elected Member	Cllr Gary Ridley
Position held e.g. cabinet member, shadow cabinet member, elected member etc.	Leader of the Conservative Group (Leader of the Opposition).
Date on which gift or hospitality was offered and received or accepted	29.11.25
Person or organisation offering or providing the gift or hospitality and link to the Council if appropriate	Coventry City Football Club
Full details of what was received	1 x ticket to Coventry vs Charlton Football Match on Saturday 29 th November 2025
Actual cost or estimated cost e.g. face value of tickets, price of set menu at venue etc.	Attendance in the Boardroom is invitation only, but cost is estimated in excess of £250.00
Justification for accepting the gift or hospitality	To represent the city at a key local sporting event and build links with other key regional stakeholders.

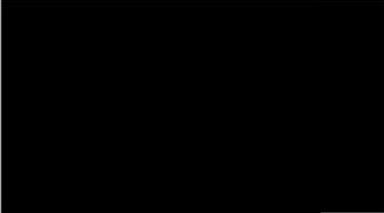
Declaration of Gifts and Hospitality under Members' Code of Conduct

<p>Please outline the benefit to the City or City Council in acceptance of the gift or hospitality</p>	<p>To represent the city at a key local sporting event and build links with other key regional stakeholders.</p>
<p>Signature of member: Date:</p>	<p> 01.12.25</p>

Declaration of Gifts and Hospitality under Members' Code of Conduct

Name of Elected Member	Councillor Abdul Salam Khan
Position held e.g. cabinet member, shadow cabinet member, elected member etc.	Deputy Leader and Cabinet Member for Policing and Equalities (with responsibility for International Relations)
Date on which gift or hospitality was offered and received or accepted	18 th – 21 st November 2025
Person or organisation offering or providing the gift or hospitality and link to the Council if appropriate	2025 Paris Mayors Summit Against Antisemitism
Full details of what was received	Flights, accommodation and food provided by the organisation.
Actual cost or estimated cost e.g. face value of tickets, price of set menu at venue etc.	£956 approximately
Justification for accepting the gift or hospitality	<p>Attended as the cabinet member with responsibility for International Relations and Equalities.</p> <p>At the request of the 2025 Paris Mayors Summit Against Antisemitism, I made a formal presentation, detailing the City's work in combating inequalities.</p>

Declaration of Gifts and Hospitality under Members' Code of Conduct

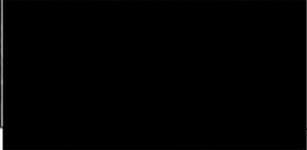
<p>Please outline the benefit to the City or City Council in acceptance of the gift or hospitality</p>	<p>Combat Antisemitism Movement, which organised the event, said: "We deeply appreciate the commitment shown by the city of Coventry in strengthening local and international efforts to combat antisemitism.</p> <p>"Your leadership and engagement are essential as cities across Europe work together to protect their communities and uphold democratic values."</p>
<p>Signature of member: Date:</p>	 <p>2nd December 2025</p>

Reviewed October 2024

Declaration of Gifts and Hospitality under Members' Code of Conduct

Name of Elected Member	Lynnette Kelly
Position held e.g. cabinet member, shadow cabinet member, elected member etc.	elected member Chair Scrutiny 2
Date on which gift or hospitality was offered and received or accepted	21/11/2025
Person or organisation offering or providing the gift or hospitality and link to the Council if appropriate	Belgrade Theatre
Full details of what was received	2x panto tickets
Actual cost or estimated cost e.g. face value of tickets, price of set menu at venue etc.	2x £40 approx.
Justification for accepting the gift or hospitality	Supporting cultural organisations in city.

Declaration of Gifts and Hospitality under Members' Code of Conduct

<p>Please outline the benefit to the City or City Council in acceptance of the gift or hospitality</p>	<p>Supporting Belgrade Theatre</p>
<p>Signature of member: Date: 13/1/26</p>	



Public Report Ethics Committee

Ethics Committee

19 March 2026

Name of Cabinet Member:

N/A - Ethics Committee

Director Approving Submission of the report:

Director of Law, Governance and Safer Communities

Ward(s) affected:

None

Title: Six Monthly Review of Officers' Gifts and Hospitality

Is this a key decision?

No

Executive Summary

In its Work Programme, the Committee has decided to review entries in the Registers of Officers' Gifts and Hospitality every six months.

Recommendations: -

The Ethics Committee is recommended to consider the entries of gifts and hospitality received by Officers from 1 July 2025 – 31 December 2025 and to make any recommendations that it considers appropriate.

List of Appendices included:

- Appendix 1: Table of Gifts and Hospitality received by Officers between 1 July 2025 to 31 December 2025.

Other useful background papers:

None

Has it been or will it be considered by Scrutiny?

No

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

No

Report title: Six Monthly Review of Officers' Gifts and Hospitality

1. Context (or background)

1.1 The Committee's Work Programme includes an item for this meeting to review entries on the registers of officers' gifts and hospitality every six months.

1.2 The Code of Conduct for Employees sets out the requirements for employees when being offered or accepting gifts and hospitality, The basic rules are:

(a) Gifts

- Personal gifts should never be accepted unless they are modest and are of token value (less than £50). The manager's permission must be obtained.
- Items such as coffee mugs, diaries, calendars, pens or other promotional materials can be retained if they are in use in the office and can be considered to form part of the general mailings of a company.
- Where small gifts, such as chocolates, are given as thanks for a service provided, these can be accepted if they are shared within the Team or raffled for charity.
- Gifts worth more than £50 should be refused. If this is not possible, the manager should dispose of them to charity and record the fact in the register.

(b) Hospitality

- Hospitality consisting of light refreshments, working lunch or other meals which are part of a visit, conference, meeting or promotional exercise is acceptable.
- Invitations to social events offered as part of normal working life, or where the Council should be seen to be represented, may y be accepted if authorised in advance by the appropriate Assistant Director.
- Invitations to other types of hospitality which are not directly linked to the City Council's functions should not be accepted.

The rules relating to gifts and hospitality were amended by the Committee in June 2016 and those changes were accepted by full Council in September 2016.

2. Options considered and recommended proposal

2.1 The Directorates have been asked to provide details of gifts and hospitality received during the second six months of 2025. The position for each Directorate is set out in the Table in Appendix to this report.

3. Results of consultation undertaken

Not applicable

4. Timetable for implementing this decision

Not applicable

5. Comments from the Director of Finance and Resources and the Director of Law, Governance and Safer Communities

5.1 Financial implications

There are no specific financial implications arising from the recommendations within this report.

5.2 Legal implications

There are no specific legal implications arising from this report. However, reviewing the gifts and hospitality offered to employees on a regular basis will help to demonstrate that the Council continues to monitor and review ethical standards within the Council.

6. Other implications

None

6.1 How will this contribute to achievement of the One Coventry Plan?

Not applicable

6.2 How is risk being managed?

Not applicable

6.3 What is the impact on the organisation?

Keeping matters such as this under review help to promote high standards amongst elected members and employees in accordance with the Localism Act

6.4 Equalities / EIA

There are no public sector equality duties which are of relevance

6.5 Implications for (or impact on) climate change and the environment

None

6.6 Implications for partner organisations?

None at this stage

Report author(s):

Name and job title: Shanita Manhertz, Trainee Solicitor

Directorate: Law, Governance and Safer Communities

Telephone and email: 024 7697 2350; Shanita.Manhertz@coventry.gov.uk

Enquiries should be directed to the above person.

Contributor/approver name	Title	Service Area	Date doc sent out	Date response received or approved
Contributors:				
Suzanne Bennett	Governance Services Officer	Law, Governance and Safer Communities	23/02/2026	25/02/2026
Names of approvers for submission: (Officers and Members)				
Finance: Richard Shirley	Lead Accountant	Finance	23/02/2026	27/02/2026
Legal: Julie Newman	Director of Law, Governance and Safer Communities	Law, Governance and Safer Communities	23/02/2026	27/02/2026
Councillor S Nazir	Chair of Ethics Committee		02/03/2026	09/03/26

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Appendix 1: Register of Officers' Gifts and Hospitality 1 July 2025 to 31 December 2025

Officer	Date offered or received	Description	Gift or hospitality	Value	Offered or provided by	Involved or likely to be involved in determining any application or tender or similar made by the donor?	Will acceptance create any conflict, perceived or actual in the future?	Approved by	Approval date
Director of Public Health and Wellbeing	10/07/2025	VIP Ticket to Warrington Neighbourhood Weekender	Hospitality	£150	Promoter/ CEX Warrington Council	No	No	Director of Care, Health and Housing	21/08/2025
Justification for acceptance/Benefit to the Council:									
Tickets were gifted to Officer's spouse with the Officer being the plus 1.									
Acting Director of City Services	06/08/2025	To attend the Midlands Civil Engineering Contractors awards on 11th September	Hospitality	This has not been disclosed , but I would assume the value not to be significant. There is usually a table of 10 per organiser and so the cost would be equally	HTM – Traffic Management Company	No	No. This company provides our traffic management, but the Officer is not involved in placing any orders with them, assessing their performance or involved in any tender process associated with Traffic Management.	Chief Executive Officer	15/08/2025

Appendix 1: Register of Officers' Gifts and Hospitality 1 July 2025 to 31 December 2025

Strategic Lead – Children in Care, Children with Disabilities and Care Leavers	15/09/2025	Ticket to attend the HSJ Patient Safety Awards 2025, Manchester Central Convention Centre	Hospitality	£450.50	Trauma Vanguard	No	No	Director of Children and Education Services	18/09/2025
Justification for acceptance/Benefit to the Council:									
Vanguard were nominated for an award for the work they do with the team. Some members of the team were invited to attend the awards dinner. Works closely with the Trauma Vanguard Team and they were nominated for: <ul style="list-style-type: none"> • Improving Care for Children and Young People Initiative of the Year • Patient Safety Pilot Project of the Year 									
Director of Children and Education Services	22/10/2025	Nursing Times awards dinner, JW Marriot Grosvenor, London	Hospitality	£450.00	Trauma Vanguard	No	No	Chief Executive Officer	04/12/2025
Justification for acceptance/Benefit to the Council:									
Work closely with Trauma Vanguard Team who had been nominated for an award.									
Operational Lead - Through Care	22/10/2025	Nursing Times awards dinner, JW Marriot Grosvenor, London	Hospitality	£450.00	Trauma Vanguard	No	No	Strategic Lead – Children in Care, Children with Disabilities and Care Leavers	18/09/2025
Justification for acceptance/Benefit to the Council:									
Work closely with Trauma Vanguard Team who had been nominated for an award.									

Appendix 1: Register of Officers' Gifts and Hospitality 1 July 2025 to 31 December 2025

Financial Assessment Operations Manager	05/11/2025	Conference for all Financial Assessment Officers in Local Government. Each stall around the room has competition draws at the ended of the conference. Randomly selected for a weekend away voucher	Hospitality	Value not known – weekend away	Finders International	No	No	Head of Business Systems and Continuous Improvement	19/11/2025
Justification for acceptance/Benefit to the Council:									
Advised voucher cannot be accepted. No benefit to the Council/Company in accepting as do not procure with this company.									
Environmental Health Officer	18/12/2025	Bottle of wine – Choza Crianza 2019 and Fox's classic biscuit selection	Gift	£15 - £25	Named individual	No	No	HMO Licencing Manager	29/12/2025
Justification for acceptance/Benefit to the Council:									
Individual attended to Officer during licence application inspection of premises. Individual said he is giving gifts as Christmas time is for showing love and giving gifts. Initially refused but individual insisted and said it is just a gift with nothing attached.									
Library and Information Assistant	08/12/2025	Marks and Spencer gift card	Gift	£20	Members of the public (names unknown) who bring a loved one to the library	No	None envisaged now or in the future	Library Manager	15/12/2025
Justification for acceptance/Benefit to the Council:									

Appendix 1: Register of Officers' Gifts and Hospitality 1 July 2025 to 31 December 2025

Page 8 of 8

Initially thought to be a Christmas card but upon opening later, it was a gift token, as a thank you for the rhymetimes
Will use the fit card to buy craft supplies for storytime or soft toys for rhymetime at the library for other children to enjoy.

Acting Strategic Lead - Highway Operations and Delivery	07/11/2025	Ticket to CIHT luncheon	Hospitality	£235	Tony Gee and Partners	No	No	Acting Director of City Services	18/11/2025
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Justification for acceptance/Benefit to the Council:

CIHT is a Highways and Transport organisation, and they hold an annual networking event.

Director of Finance and Resources	02/12/2025 – 03/10/2025	Dinner and overnight accommodation at SMT Autumn Conference at Emirates Old Trafford	Hospitality	£150	SMT	Networking and keeping updated with national changes/information	No	Chief Executive Officer	04/12/2025
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Justification for acceptance/Benefit to the Council:

Networking and keeping updated with national changes/information.

Director of Finance and Resources	23/10/2025 – 24/10/25	Dinner and overnight accommodation at CIPFA CFO Summit	Hospitality	Approx £150	CIPFA	No	No	Chief Executive Officer	04/12/2025
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Justification for acceptance/Benefit to the Council:

Appendix 1: Register of Officers' Gifts and Hospitality 1 July 2025 to 31 December 2025

Gathering of Leaders from different organisations with a view to sharing understanding and learning about current and future issues relating to local government finance. This is helpful to inform short and long-term financial planning within the city council.									
Duty Manager	05/12/2025	£100 Marks and Spencer gift voucher for the attention of all staff. Individual's parent loved libraries and wanted to give something back. Expressed an interest for the gift to be spent on library staff for Christmas party.	Gift	£100	Unknown Member of the public	No unknown member of the public	No	Library Manager	23/12/2025
Justification for acceptance/Benefit to the Council:									
Member of the public wanted to express gratitude to the library and staff. Voucher given to Duty Manger who thanked the individual and then opened the voucher in the staff area and discovered the value, when the individual left. The donated gift card will be used to benefit the customers at the library ensuring it is put towards a positive purpose in line with the intention behind the donation.									
Director of Property Services and Development	01/12/2025	Hamper sent via courier	Gift	£65 approx.	Redford Developments	No but due to the nature of the business there could be future planning applications.	The gift was not accepted and passed to the Lord Mayor's Charity	Director of Finance and Resources	06/02/2026
Justification for acceptance/Benefit to the Council:									
Hamper given to the Lord Mayor's Charity.									

Appendix 1: Register of Officers' Gifts and Hospitality 1 July 2025 to 31 December 2025

Strategic Lead - Planning	01/12/2025	Hamper sent via courier	Gift	£65 approx.	Redford Developments	No but due to the nature of the business there could be future planning applications.	The gift was not accepted and passed to the Lord Mayor's Charity	Director of Finance and Resources	06/02/2026
Justification for acceptance/Benefit to the Council:									
Hamper given to the Lord Mayor's Charity.									
Chief Executive Officer	01/12/2025	Hamper sent via courier	Gift	£65 approx.	Redford Developments	No	The gift was not accepted and passed to Charity.	N/A	N/A
Justification for acceptance/Benefit to the Council:									
Hamper donated to a Myton Hospice Charity raffle.									
Chief Executive Officer	01/07/2025	Private lunch at the LGA Conference	Hospitality	£40.00	Legal and General	No	No	N/A	N/A
Justification for acceptance/Benefit to the Council:									
To explore innovative financing models that empower local authorities to unlock institutional investment, accelerate the delivery of temporary and affordable housing, and reduce reliance on expensive short-term solutions like hotels.									
Chief Executive Officer	29/08/2025	Invitation to Tom Greenan Concert - Friday 29th August 2025	Hospitality	Unknown	CBS Arena	No	No	N/A	N/A
Justification for acceptance/Benefit to the Council:									
Declined									

Page 5 of 5

Appendix 1: Register of Officers' Gifts and Hospitality 1 July 2025 to 31 December 2025

Chief Executive Officer	10/09/2025	Talking 'Bout Regeneration 2025 Pre-Conference Dinner	Hospitality	£50	Downtown in Business	No	No	N/A	N/A
Justification for acceptance/Benefit to the Council:									
To network with fellow delegates, speakers, and key figures from the public and private sectors ahead of the West Midlands Panel on the main conference day.									
Chief Executive Officer	11/09/2025	Place Midlands Dinner	Hospitality	£50.00	Place Media	No	No	N/A	N/A
Justification for acceptance/Benefit to the Council:									
To discuss the region's development and investment opportunities with key stakeholders.									
Chief Executive Officer	18/09/2025	UK Infrastructure Dinner	Hospitality	£50.00	PWC	No	No	N/A	N/A
Justification for acceptance/Benefit to the Council:									
To discuss how the UK can unlock private capital to deliver infrastructure needed for sustainable growth – particularly across the Midlands and other regional economies.									
Chief Executive Officer	24/09/2025	Dinner to welcome overseas delegation at Orelle in Birmingham.	Hospitality	£40.00	West Midlands Growth Company	No	No	N/A	N/A
Justification for acceptance/Benefit to the Council:									
To support a delegation of overseas investors interested in locating in Coventry showcase Coventry's ambition for further employment growth.									

Appendix 1: Register of Officers' Gifts and Hospitality 1 July 2025 to 31 December 2025

Page 6 of 6

Chief Executive Officer	29/09/2025	Roundtable Dinner hosted at Odgers London Office	Hospitality	£50.00	Odgers Interim / The Municipal Journal (MJ)	No	No	N/A	N/A
Justification for acceptance/Benefit to the Council:									
To discuss cross sector partnerships and talent exchange between the public and private sector.									
Chief Executive Officer	10/10/2025	Invitation to the Outstanding Care Awards Dinner	Hospitality		NHS University Hospital Coventry and Warwickshire	No	No	N/A	N/A
Justification for acceptance/Benefit to the Council:									
Declined.									
Chief Executive Officer	13/10/2025	Informal dinner with Muse	Hospitality	£35.00	Muse	No	No	N/A	N/A
Justification for acceptance/Benefit to the Council:									
Developing a relationship with a key stakeholder to discuss development opportunities for the city.									
Chief Executive Officer	20/10/2025	Regional Investment Summit Mayoral Dinner	Hospitality	£50.00	West Midlands Growth Company	No	No	N/A	N/A
Justification for acceptance/Benefit to the Council:									
Joining politicians, regional leaders, global investors and major businesses for a conversation with industry and government on how the West Midlands can deliver growth and prosperity.									

Appendix 1: Register of Officers' Gifts and Hospitality 1 July 2025 to 31 December 2025

Chief Executive Officer	22/10/2025	Performance of Moulin Rouge at Birmingham Hippodrome Theatre	Hospitality	£75.00	Howells, Birmingham	No	No	N/A	N/A
Justification for acceptance/Benefit to the Council:									
To discuss Coventry's development and investment opportunities with key stakeholders in an informal setting.									
Chief Executive Officer	05/11/2025	Autumn Business Leaders Lunch	Hospitality		Coventry & Warwickshire Chamber of Commerce			N/A	N/A
Justification for acceptance/Benefit to the Council:									
Declined									
Chief Executive Officer	20/11/2025	Invitation to Signature Awards (Birmingham) 2026 on Friday 06.02.26 at The Vox Conference Centre, Resorts World, Birmingham	Hospitality		Nachural Events			N/A	N/A
Justification for acceptance/Benefit to the Council:									
Declined.									
Chief Executive Officer	26/11/2025	Invitation to Birmingham City FC v Coventry City	Hospitality		West Midlands Growth Company			N/A	N/A

Appendix 1: Register of Officers' Gifts and Hospitality 1 July 2025 to 31 December 2025

Page 6 of 11

		FC on 04 January 2026							
Justification for acceptance/Benefit to the Council:									
Declined.									
Chief Executive Officer	05/12/2025	2x tickets to Ed Sheeran concert at CBS Arena	Gift	£200	Ed Sheeran Foundation	No	No	N/A	N/A
Justification for acceptance/Benefit to the Council:									
Following Ed Sheeran's visits to Coventry Schools and the launch of a funded programme of activity through the Ed Sheeran Foundation the tickets were given to members of the team involved in both the December 2025 and January 2025 visits from Ed. Coventry Music will now be funded from the foundation for the next 15 months with additional artist support from Ed's Team to promote music education in the city and beyond. This was to recognise and thank Ed Sheeran and the foundation for the fantastic contribution they have made to supporting young people enjoy music in the city.									
Chief Executive Officer	08/12/2025	Dinner at Corrigan's Mayfair: Solving the AI Talent Gap	Hospitality	£75.00	Multiverse	No	No	N/A	N/A
Justification for acceptance/Benefit to the Council:									
To discuss and strategise on how to effectively transform and upskill your workforce, leveraging data, technology, and AI to thrive in the current market landscape.									
Chief Executive Officer	13/12/2025	Coventry City FC v Bristol City FC	Hospitality	£150.00	Coventry City FC	No	No	N/A	N/A
Justification for acceptance/Benefit to the Council:									
Supporting the city's football team and developing the Council's relationship with a key partner.									

Appendix 1: Register of Officers' Gifts and Hospitality 1 July 2025 to 31 December 2025

Chief Executive Officer	14/01/2026	Lunch with Odgers at 180 House, London	Hospitality	£45.00	Odegers Interim	No	No	N/A	N/A
Justification for acceptance/Benefit to the Council:									
Developing a relationship with a key stakeholder to discuss current issues in local government.									
Chief Executive Officer	03/02/2026	Housing Dinner with the Mayor of the West Midlands and invited guests at Hotel Du Vin, Birmingham.	Hospitality	£50.00	Ocean Media	No	No	N/A	N/A
Justification for acceptance/Benefit to the Council:									
To discuss the PIC Research Report "Realising the 1.5 million: Reliably delivering homes, infrastructure and communities".									
Coventry Music Lead	05/12/2026	1x ticket to Ed Sheeran concert at CBS Arena	Gift	£100.00	Ed Sheeran Foundation	No	No	Head of Education Entitlement and Enrichment	30/01/2026
Justification for acceptance/Benefit to the Council:									
Following the visits to Coventry Schools and the launch of a funded programme of activity through the Ed Sheeran Foundation the tickets were given to members of the team involved in both the December 2025 and January 2025 visits from Ed. Coventry Music will now be funded from the foundation for the next 15 months with additional artist support from Ed's Team to promote music education in the city and beyond.									
Music Engagement Officer	05/12/2025	2 x tickets to Ed Sheeran concert at CBS Arena	Gift	£200.00	Ed Sheeran Foundation	No	No	Coventry Music Lead	30/01/2026
Justification for acceptance/Benefit to the Council:									

Appendix 1: Register of Officers' Gifts and Hospitality 1 July 2025 to 31 December 2025

Page 10 of 10

Following the visits to Coventry Schools and the launch of a funded programme of activity through the Ed Sheeran Foundation the tickets were given to members of the team involved in both the December 2025 and January 2025 visits from Ed. Coventry Music will now be funded from the foundation for the next 15 months with additional artist support from Ed's Team to promote music education in the city and beyond.

Learning and Development Lead - Coventry Music	05/12/2025	2 x tickets to Ed Sheeran concert at CBS Arena	Gift	£200.00	Ed Sheeran Foundation	No	No	Coventry Music Lead	30/01/2026
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Justification for acceptance/Benefit to the Council:

Following the visits to Coventry Schools and the launch of a funded programme of activity through the Ed Sheeran Foundation the tickets were given to members of the team involved in both the December 2025 and January 2025 visits from Ed. Coventry Music will now be funded from the foundation for the next 15 months with additional artist support from Ed's Team to promote music education in the city and beyond.

Learning and Development Lead	05/12/2025	1 x ticket to Ed Sheeran concert at CBS Arena	Gift	£100.00	Ed Sheeran Foundation	No	No	Coventry Music Lead	28/01/2026
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Justification for acceptance/Benefit to the Council:

Following the visits to Coventry Schools and the launch of a funded programme of activity through the Ed Sheeran Foundation the tickets were given to members of the team involved in both the December 2025 and January 2025 visits from Ed.

Coventry Music will now be funded from the foundation for the next 15 months with additional artist support from Ed's Team to promote music education in the city and beyond.



Public Report Ethics Committee

Ethics Committee

19 March 2026

Name of Cabinet Member:

N/A - Ethics Committee

Director Approving Submission of the report:

Director of Law, Governance and Safer Communities

Ward(s) affected:

None

Title: Code of Conduct Update

Is this a key decision?

No

Executive Summary

The report updates the Ethics Committee on any national issues in relation to the ethical behaviour of elected Members and the local position in Coventry with regard to Code of Conduct issues.

Recommendations:-

The Ethics Committee is recommended to:

1. Note the position with regard to matter concerning local authorities nationally; and
2. Note the local position relating to the operation of the Council's Code of Conduct and to delegate any actions arising from these to the Director of Law, Governance and Safer Communities, following consultation with the Chair of Ethics Committee.

List of Appendices included

None

Other useful background papers

None

Has it been or will it be considered by Scrutiny?

No

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

No

Report title: Code of Conduct Update

1. Context (or background)

1.1 The Council's Ethics Committee has agreed that the Director of Law, Governance and Safer Communities will provide a regular update on cases relating to the Members' Code of Conduct on a national basis. This is to facilitate the Ethics Committee's role in assisting the Council with its duties under Section 27 of the Localism Act 2011 to promote and maintain high standards of Members' conduct.

1.2 The National Picture

A number of Councils are reporting an increase in the number of Code of Conduct complaints. Some examples of these can be found below:-

1.2.1 Middlesbrough Council finds increase in number of Councillor-on-Councillor complaints

Middlesborough Standards Committee have heard that the number of complaints received by the Local Authority from Councillors about Councillors has more than double since the year before. The total received in 2025 was 16, up from 7 in 2024 and the highest since 2021 which was 13.

1.2.2 Brighton and Hove City Council Review of Member Complaints

As part of its report Standards Update and Annual Review of Member Complaints report, Brighton and Hove City Council's Audit, Standards & General Purposes Committee heard that the number of complaints against Councillors was 42.

This is an increase from the 32 received in 2024 and the highest since 2021 which was 36. Of the 42 complaints received 6 of these were Member-on-Member complaints.

Previous work carried out by the Local Authority identified that they receive a higher number of complaints to comparable Authorities and the report noted that this may partially be due to the City's high level of democratic engagement.

1.2.3 Kents Hill and Monkston Parish Council & Milton Keynes City Council

The Chair of the Standards Committee for Milton Keynes City Council wrote to the Chair of Kents Hill and Monkston Parish Council about the number of Councillor complaints received.

Kents Hill and Monkston was said to be responsible for 64% of all parish Council complaints received the financial year for Milton Keynes despite “the number of electors registered in the parish comprises less than 3% of those in the local authority area”.

The letter also referred to the costs incurred by Milton Keynes investigating matters and consulting Independent Persons and highlighted that the City Council had previously asked the Parish Council to consider contributing towards these costs.

The City Council emphasised that it remains committed to assisting the Parish Council and has encouraged it to take “preventative and holistic measures”.

1.2.4 Councillor M; Wokingham Borough Council

A Councillor has been deemed to have breached Wokingham Borough Council’s Code of Conduct by the Local Authority’s Standards Committee Hearing Panel for failing to declare an interest in an item listed on the agenda.

It was said that as part of a consultation response Councillor M expressed his objections to a planning application. He subsequently voted against application.

A complaint was raised against the Councillor claiming that ahead of the planning committee hearing he had decided in advance to oppose the application.

The Panel determined that Councillor M should have declared an interest in respect of the application and subsequently not participated in discussion or vote concerning it. In failing to do so, it was a breach of the code.

The Panel requested training on declarations of interest be arranged and noted the investigating officer’s conclusion regarding the complexities surrounding predetermination.

1.2.5 Councillor W; Liverpool City Council

Councillor W was accused of anonymously sending up to 100 “poison pen” cards and letters said to contain “foul language” and “abuse” between 2023 and 2025 to another Councillor after a falling out between the two.

The Councillor was able to be linked to the letters through forensic evidence and was subsequently charged with harassment without violence.

The Court heard that the defendant was suffering from mental health problems during the time in which the offences were committed.

The Councillor entered a guilty plea and was sentenced at Liverpool Magistrates' Court to an 18-month community order with 30 Rehabilitation Activity Requirement days, a fine and victim surcharge. In addition, he was ordered to pay prosecution costs, and a Restraining Order was also granted.

1.2.6 **Multiple Councillors; Tameside Council**

A number of Councillors have been found to have breached Tameside Council's Code of Conduct for Members owing to messages contained within a WhatsApp group.

The conversations within the WhatsApp group, named 'Trigger Me Timbers', contained "racism, anti-Semitism, sexism, hate speech and even threats of violence towards constituents including death."

Councillor W was found by the Panel to have committed 3 breaches of the Code of Conduct. Councillor W who was present at the hearing apologised for the upset caused by the WhatsApp Group.

It was recommended that Councillor W be censured and removed from the Standards Committee and 2 panels for which she holds membership. The Panel also requested that training be arranged on the "Code of Conduct and Nolan Principles, equalities and diversity, and safeguarding".

Councillor G was found to have committed 3 breaches. She apologised for the upset caused. Censure, removal from 3 panels and training were recommended by the Panel.

Councillor Ne committed 3 breaches. His apology was welcomed by the Panel. He was recommended for censure, removal from a working group and for training.

Former Councillor R is no longer in office, but the Panel made findings on the allegations against her. The Panel determined that she had committed 2 breaches and they set out the sanctions they would have made had she remained in office. These included censure, removal from any committee or outside body which is relevant and a requirement to undergo training.

Councillor Na committed 2 breaches and apologised in his statement provided for the Hearing. Sanctions recommended were censure, removal from 2 panels and that training be provided.

Councillor J was found to have committed 1 breach of the Code. The Panel accepted that the Councillor was genuinely sorry and that his age and experience played a significant role. It was recommended that he be censured.

The Panel also recommended that the decision notice for the Councillors was made public as part of their sanctions. The Chair stated that they would have considered suspending the Councillors had that been a power available to them.

1.3 The Local Picture

Complaints under the Code of Conduct

- 1.3.1 The Ethics Committee has requested that the Director of Law, Governance and Safer Communities reports regularly on any complaints received relating to Members of Coventry City Council.

One of the complaints previously reported to Committee on 8 January 2026 concerning 2 Councillors was investigated by an Independent Person at the request of the Monitoring Officer. Following the investigation, the recommendation was that the Monitoring Officer take no further action. The Monitoring Officer accepted the finding that there was no breach of the Code.

At the time that this report was written, the Director of Law, Governance and Safer Communities has received 0 complaints since those reported at the last meeting.

- 1.3.2 The Director of Law, Governance and Safer Communities will update the Committee on any further complaints received before the meeting and progress on those already received.

All complaints are handled in accordance with the agreed Complaints Protocol. No findings have been made by the Local Government Ombudsman in relation to Members of Coventry City Council.

2. Options considered and recommended proposal

The Ethics Committee are recommended to:

1. Note the position with regard to matters concerning local authorities nationally; and
2. Note the local position relating to the operation of Council's Code of Conduct and to delegate any actions arising from these to the Director of Law, Governance and Safer Communities, in consultation with the Chair of the Ethics Committee.

3. Results of consultation undertaken

Not applicable.

4. Timetable for implementing this decision

Not applicable.

5. Comments from Director of Finance and Resources and the Director of Law, Governance and Safer Communities

5.1 Financial Implications

There are no specific financial implications arising from the recommendations within this report.

5.2 Legal Implications

There are no specific legal implications arising from this report. The issues referred to in this report will assist the Council in complying with its obligations under Section 27 of the Localism Act 2011.

6. Other implications

None.

6.1 How will this contribute to the One Coventry Plan

Not applicable.

6.2 How is risk being managed?

There is no direct risk to the organisation as a result of the contents of this report.

6.3 What is the impact on the organisation?

No direct impact at this stage.

6.4 Equalities/ EIA

There are no public sector equality duties which are of relevance at this stage.

6.5 Implications for (or impact on) climate change and the environment

None.

6.6 Implications for partner organisations?

None at this stage.

Report author(s):

Name and job title: Shanita Manhertz, Trainee Solicitor

Directorate: Law, Governance and Safer Communities

Contact details: 024 7697 2350; Shanita.Manhertz@coventry.gov.uk

Enquiries should be directed to the above person.

Contributor/approver name	Title	Service Area	Date document sent out	Date response received or approved
Contributors:				
Suzanne Bennett	Governance Services Officer	Law, Governance and Safer Communities	23/02/2026	25/02/2026
Names of approvers for submission: (Officers and Members)				
Finance: Richard Shirley	Lead Accountant	Finance	23/02/2026	27/02/2026
Legal: Julie Newman	Director of Law, Governance and Safer Communities	Law, Governance and Safer Communities	23/02/2026	27/02/2026
Councillor S Nazir	Chair of Ethics Committee		02/03/2026	09/03/26

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Ethics Committee

19 March, 2026

Name of Cabinet Member:

N/A- Ethics Committee

Director Approving Submission of the report:

Director of Law, Governance and Safer Communities

Ward(s) affected:

Not applicable

Title:

Work Programme for the Ethics Committee 2026/27

Is this a key decision?

No

Executive Summary:

This report proposes areas of work for the Ethics Committee for the Municipal Year 2026/27. The Committee is asked to consider the proposed Work Programme and make any suggestions for additional or alternative reports.

Recommendations:

The Ethics Committee is recommended to review the proposed Work Programme for 2026/27 attached as Appendix 1 and make any changes or amendments the Committee considers appropriate.

List of Appendices included:

Appendix 1 - Proposed Work Programme 2026/27

Other useful background papers:

None

Has it been or will it be considered by Scrutiny?

No

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

No

Report title: Work Programme for the Ethics Committee 2024/25

1. Context (or background)

- 1.1 The Committee's Terms of Reference are set out in the Council's Constitution and include the consideration of matters which are relevant to the ethical governance of the Council, its Members or employees. This report attaches a proposed programme of work for the Committee for the Municipal Year 2026/27, designed to assist the Committee to meet its objectives set out in the Terms of Reference, and to ensure that the Council complies with its obligations under section 27 of the Localism Act 2011 to promote and maintain high standards of conduct amongst elected and co-opted Members.
- 1.2 The Committee's proposed Work Programme takes account of the need to promote standards and addresses this in a number of ways. It is a draft Work Programme and is flexible in terms of suggestions from members of the Ethics Committee as to additional or substitute areas which they would want to consider and receive reports on.

2. Options considered and recommended proposal

- 2.1 The Work Programme includes regular items on:
- Code of Conduct/ Monitoring Officer Update
 - Declarations of gifts and hospitality by Members and Officers
 - Annual report to full Council
 - Local Government and Social Care Ombudsman's Annual Report
- 2.2 In addition, the Ethics Committee factor into the Work Programme a number of matters where work is being, or about to be, undertaken across the Council. This includes continuing work on Civility in Public Life and the provision of training for Members.
- 2.3 The Committee is asked to consider whether there are any other matters that they would want to consider during the year.

2.4 Recommendation

The Ethics Committee is recommended to review the proposed Work Programme attached as Appendix 1 and make any changes or amendments the Committee considers appropriate.

3. Results of consultation undertaken

None

4. Timetable for implementing this decision

- 4.1 Not applicable

5. Comments from the Director of Finance and Resources and the Director of Law and Governance

5.1 Financial implications

There are no specific financial implications arising from the recommendations within this report.

5.2 Legal implications

There are no specific legal implications arising from this report, as there is no statutory obligation on the Committee to adopt a Work Programme. However, the Council must comply with its obligations under section 27 of the Localism Act 2011 and the continuation of a clear programme of work would assist in compliance for the Council as a whole, in its duty to promote high standards of ethical conduct.

6. Other implications

None

6.1 How will this contribute to achievement of the One Coventry Plan?

Not applicable.

6.2 How is risk being managed?

There is no direct risk to the organisation as a result of the contents of this report.

6.3 What is the impact on the organisation?

If implemented, the Work Programme will facilitate the promotion of high standards amongst elected members in accordance with the Localism Act.

6.4 Equalities / EIA

There are no public sector equality duties which are of relevance at this stage.

6.5 Implications for (or impact on) climate change and the environment

None

6.6 Implications for partner organisations?

None at this stage

Report author(s):

Name and job title: Suzanne Bennett, Governance Services Co-ordinator

Directorate: Law, Governance and Safer Communities

Tel and email contact: 024 7697 2299 suzanne.bennett@coventry.gov.uk

Enquiries should be directed to the above person.

Contributor/approver name	Title	Service Area	Date doc sent out	Date response received or approved
Contributors:				
Shanita Manhertz	Trainee Solicitor	Law, Governance and Safer Communities	02/02/26	23/02/26
Names of approvers for submission: (officers and Members)				
Director : Julie Newman	Director of Law, Governance and Safer Communities	Law, Governance and Safer Communities		09/03/26
Finance: Richard Shirley	Lead Accountant	Finance	02/02/25	02/02/25
Cllr S Nazir	Chair: Ethics Committee			09/03/26

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Appendix 1

Proposed Work Programme for the Ethics Committee - Municipal Year 2026/27

Ethics Committee Meeting and date	Topics
2024/5	
1. June, 2026	
	Monitoring Officer/Code of Conduct/ Members Complaints Update
	Annual Report of the Committee
	Work Programme 2026/27
	Local Code of Corporate Governance
2. September 2026	
	Monitoring Officer/Code of Conduct/ Members Complaints Update
	Officers Gifts and Hospitality - Inspection of Registers for first 6 months of 2026
	Members Gifts and Hospitality -Declarations for first 6 months of 2026
	Local Government Association (LGA) Ending Abuse in Public Life – Council Self-Assessment Tool Kit – Progress
	Update on Members Training/Induction Programme
	Work Programme 2026/27
3. January, 2027	
	Monitoring Officer/Code of Conduct/ Members Complaints Update
	Local Government and Social Care Ombudsman Annual Report
	Review of the effectiveness of the work undertaken in relation to the Prospective Councillor Information and New Member Induction Programme 2026
	Work Programme 2026/27
4. March 2027	
	Monitoring Officer/Code of Conduct/ Members Complaints Update.
	Members Gifts and Hospitality - Declarations for last 6 months of 2026
	Officers Gifts and Hospitality - Inspection of Registers for last 6 months of 2026
	Member Training and Development Review 2026/27
	Work Programme 2027/28